

The Department of Early Childhood Education (DECE) will be hiring a B-5 Coach under the Office of School Readiness to provide oversight to First Class Pre-K programs in Regions 2. Region 2 includes Madison, Jackson, Marshall, DeKalb Counties.

### About the Position

Key responsibilities will include assisting in the facilitation of the First Class Foundation sites to build a continuous system of high quality child care in programs with an existing First Class Pre-K Site:

### **Key Responsibilities:**

- Establishes effective relationships with teachers and directors at all assigned classrooms with no valid complaints to supervisor.
- Observes classroom practices to confirm teacher best practice progress in the assigned classrooms.
- Assist in the provision of intensive coaching for classrooms serving children birth to age 5
- Completes, enters, and submits classroom visit report and other documentation within 1 day of classroom visit to effectively communicate teacher progress toward quality standards and planned goals.
- Provides verbal and written feedback to teachers/directors regarding effectiveness and appropriateness of teaching practices.
- Models behavior or activity to determine how an idea or strategy planned or developed with teacher could improve classroom practice.
- Creates opportunity for teacher to model behaviors or practices to determine acquisition of new skills or learned strategies.
- Encourages teachers to reflect on current practices/strategies and collaboratively plans with teacher for continuous improvement.
- Follows up with teachers regarding established goals to determine when goals have been met.
- Effectively communicates with regional director any issues or concerns regarding classroom observation the day of the visit.
- Pursue ongoing professional development related to job duties.
- Perform other duties as assigned.

### **Education/Experience Requirements**

- Master's degree in early childhood education preferred. Master's degree in related fields such as counseling, psychology, early childhood development/ education or early childhood special education.
- Knowledge and understanding of infant/early childhood development and coaching practices.

- Knowledge and understanding of the Alabama Minimum Standards, the Alabama Quality Rating System (QRIS), the Child Development Associate Credential (CDA), and Head Start Performance Standards.
- Minimum of two years working in a childcare setting serving children birth to 5 years of age to include one year working directly with children and one year facilitating the professional growth of at least one other adult.

### **Other Desired Qualities and Competencies**

- Strong organizational skills and ability to accomplish multiple tasks simultaneously.
- Ability to work under time and resource constraints and pressure.
- Multi-cultural sensitivity and competencies.
- Ability to perform tasks in a bipartisan manner with tact and political sensitivity.
- A passion for and dedication to the well-being of infants, toddlers and their families.
- Strong speaking, listening, and written communication skills.
- Strategic thinker and decision maker with a knack for planning and driving to results.
- Comfort with working independently as well as collaboratively.
- A self-starter with a natural tendency to generate and initiate.
- Ability to maintain levity and perspective even in moments of conflict and stress.
- Strong integrity and a commitment to professional ethics, values, and fairness.

### **Additional Job Requirements**

This position requires a willingness to work some evenings and weekends and includes travel within and occasionally outside the state.

This position requires meeting the qualifications for the State job code 30122 and requires a degree in Early Childhood Education and will include extensive travel. Applicants must apply to the State Personnel register.

Once the application has been submitted, please mail or email a resume to:

Tammy Gibson  
 Personnel Officer Alabama Department of Early Childhood Education  
 P.O. Box 302755  
 Montgomery, AL 36130  
[tammy.gibson@ece.alabama.gov](mailto:tammy.gibson@ece.alabama.gov)